

**SUBJECT:** 4<sup>th</sup> Quarter Update of Internal Disciplinary Actions and POST Reports

Set forth below is a listing of internal disciplinary actions, and reports to and disciplinary actions administered by the Missouri Department of Public Safety, Peace Officer Standards Training Division (POST), for the months of October through December 2015. Not included are incidents in which a member was found to have not violated Department policy, or found to have violated Department policy but non-disciplinary corrective action was administered. Disciplinary actions are included below whether or not grieved or appealed to the Board of Police Commissioners.

POST reports are made by the Department pursuant to the Revised Statutes of Missouri. The POST information below also includes POST-administered discipline of sworn members' licenses, which is separate from disciplinary actions administered by the Department.

The information contained in this Chief's Memorandum is provided to educate Department members about the Department's standards of conduct and to aid members in steering clear of ethical pitfalls and other policy violations.

**I. Internal Disciplinary Actions**

- November 2015: Termination. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section III.59, Section III.60, and Section III.15; SO 14-01, Disciplinary Actions - Lying.
- November 2015: Termination. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section A.IV.7 and Section A.IV.12.
- December 2015: Termination. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section II.B, Section II.H, Section III.2, Section III.4, Section III.15, Section III.58, Section III.59, and Section III.60; PPBM 419-8, Holiday Compensation, Section III.A.2.b.(1); PPBM 418-7, Overtime/Court Policy, Section III.A.1; PI 03-06, Automated Timekeeping System Procedures, Section II.B; DM 11-7, Project Ceasefire, Section III.C.2.a; PI 08-3, Prisoner's Personal Property Procedure, Section II.A; PI 04-04, Recovered Property Procedure, Annex A, Section A.1-A.2; SO 14-01, Disciplinary Actions - Lying.

October 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.

October 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.B.23d; PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A; PI 13-5, Internally Recorded Audio/Video Records, Annex A, Section A.3 and Annex A, Section B.1.

November 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.

December 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.B.5 and Section IV.B.23.c-d.

December 2015: Suspension Day(s) and Involuntary Transfer. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7; PI 15-01, Police Radio Communications, Annex B, Section A.8.

November 2015: Letter of Reprimand. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A and Section II.B.

October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section II.G.1-3, Section IV.A.5, and Section IV.B.23.a-d.

October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.11.

October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.11.

October 2015: Letter of Reprimand. Violation(s): PI 10-7, Cellular Telephones and Pagers, Section II.H.1.

October 2015: Letter of Reprimand. Violation(s): PI 14-12, Firearms Procedures, Annex A, A.9.

October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section III.E.1, Section IV.B.7, and Section IV.B.23.a-d.

December 2015: Letter of Reprimand. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.

December 2015: Letter of Reprimand. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A and Section II.B.

September 2015<sup>1</sup>: Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7.

October 2015: Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.B.7.

October 2015: Disciplinary Counseling. Violation(s): PI 09-12, Questioning & Detaining Persons, Arrest, Search & Seizure, Annex A, Section A.1 and Annex C, Section A.4.

October 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.

November 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.

November 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.

December 2015: Disciplinary Counseling. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section III.56; PPBM 630-6, Off-Duty Employment, Section II.A and Section II.C; PPBM 630-7, Off-Duty Employment, Section III.C, Section IV.B, Section IV.E, and IV.H.

December 2015: Disciplinary Counseling. Violation(s): PPBM 218-1, Uniform and Personal Appearance Regulations, Annex C, Section D.1; PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.6.

---

<sup>1</sup> Disciplinary Counseling was administered in September 2015, but it was not reported by the Bureau until October 2015.

December 2015: Disciplinary Counseling. Violation(s): PPBM 261, Social Media and Networking, Section IV.C.1.a; Unit policies.

December 2015: Disciplinary Counseling. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.B.

## **II. POST Reports by the Department and POST-Administered Disciplinary Actions**

### **A. POST Reports**

10-15-15: Reason for Report: Report was made to POST pursuant to statute.

10-15-15: Reason for Report: Department provided updated information at POST's request relating to a prior report.

10-19-15: Reason for Report: POST requested records relating to a prior report. Department provided the requested records.

11-05-15: Reason for Report: POST requested records relating to a prior report. Department provided the requested records.

12-01-15: Reason for Report: POST requested records relating to a prior report. Department provided the records currently available.

12-10-15: Reason for Report: Department provided updated information relating to a prior report.

12-24-15: Reason for Report: POST requested copies relating to two prior reports. Department provided the requested records.

### **B. POST-Administered Disciplinary Actions**

None

Darryl Forté  
Chief of Police

**DISTRIBUTION:** All Department Personnel  
Department Master Index – Intranet  
Policy Acknowledgement SyStem (PASS)